

PCOE College Council
October 29, 2014
Summary

Present: Judy Abbott, Ken Austin, Sheila Lumar, Jay Thornton, Susan Casey, Kimberly Welch (sub for Vicki Thomas), Sally Ann Swearingen, Paige Mask, Vicki DePountis

Not present: Vicki Thomas (Kimberly Welch sat in for her), Eric Jones, Scott Bailey

Announcement from University Strategic Planning Initiative Committee

Sudeshna Roy and Shirley Luna from the University Strategic Planning Initiative Committee presented. They are seeking input from as many faculty as possible. They asked each committee member to send an email to their respective departments/school seeking answers to these 4 questions.

1. What are the top 3 strengths of SFA?
2. What are the top 3 weaknesses of SFA?
3. What do you think are ways to create opportunities to improve SFA by expanding on strengths, eliminating weaknesses and/or constructing new paths?
4. The administration realizes that the primary concern for faculty recruitment and retention is a robust salary plan in accordance with the national trends. This concern is going to be included in the final draft of the strategic plan the University proposes. Thus, besides salary concerns, what is the one thing you would like to see change for the better at SFA?

Agenda Item 2 — Administrative Evaluation Pilot

Kimberly Welsh presented about the Administrative Evaluation topic from Elementary Education. See memo from Dr. Fox sent to PCOE College Council on October 16, 2014. Dr. Welsh expressed faculty concerns related to double jeopardy with new Administrative Evaluations of faculty. May be retroactive and criteria was not clear. Dr. Abbott responded that this is a “pilot” evaluation. This pilot evaluation came out of the NCATE visit. As a result of the NCATE visit, NCATE evaluators brought up the faculty concern about wanting a voice in regards to their professional service and support for professional development. This “pilot” evaluation was developed by the PCOE Leadership Committee (deans & chairs) and was seen as a possible solution to meet these needs. Also, this is why faculty were asked to do the Pre-Administrative Self-Evaluation in our FAR for Fall 2014. This is an effort to be consistent across the PCOE. Kimberly Welsh reiterated that the memo from Dr. Fox was concerned about the process of how this was decided, without faculty input. Concern was also expressed about redundancy, since this information is placed into the FAR. Several council members agreed. Dr. Abbott also commented that the information sought on the pilot evaluation currently cannot be retrieved from Digital Measures in a disaggregated/aggregated manner.

Dr. Abbott expressed that the “pilot Pre-administration Self Evaluation” is optional and does not have to be completed. She would make sure that the chairs/director were aware that this is not required since it is a pilot document.

Paige Mask expressed her concerns with the document. She stated that a similar document was utilized in their department in the past year or so and was told that it would be used for promotion and tenure.

Dr. Abbott stated that there is a University Administrative Evaluation of Faculty Policy and that this pilot instrument was derived from the university policy form.

In a related matter, Dr. Abbott explained the proposed post-tenure review process that is mandated by THECB and that the University Policy Committee is developing.

Agenda Item 3

Revising Promotion & Tenure Policies

Departments/school should update their P&T policies. Should also develop a rubric. Also update the merit review policy.

Agenda Item 4 Students Travel Support

Dr. Abbott is looking for funds to support student travel. Funds from the Deans Excellence Fund of \$5,000 have been designated for student travel for Spring & Summer 2015. Dr. Abbott asked College Council to come up with procedures. Sheila Lumar volunteered the Perkins Committee to come up with application policies for this procedure.

Agenda Item 5 Issues From Faculty

Ran out of time to cover this agenda item.

Discussion

Dr. Abbott suggested that in Spring 2015 to make a standing meeting time starting Fall 2015 that would not change. Faculty who serve on PCOE College Council would need to be able to meet at these times.

Next meeting is Monday, November 24, 2014.

Members responsible for notes and summary of meeting:

Mon., Nov. 24, Eric Jones

Wed., Dec. 10, Scott Bailey

Wed., Jan. 28, Susan Casey

Wed., Feb. 25, Paige Mask

Wed., March 25, Sheila Lumar

Wed., April 22, Sally Ann Swearingen

Wed., May 13, Vicky DePountis